



Town Hall Meetings March 8 & 9 2004





AGENDA



I. QUESTIONS & ANSWERS

II. COMMENTS/QUESTIONS



FSH MEOs



Most Efficient Organizations (MEOs):

- **Performs PRD work**
- **New structure; No old positions**
- **Will change as new work is added to PRD**



FSH CGA



Continuing Government Activity (CGA):

- **Performs inherently Government Work, to include all non-PRD work:**
 - **Develops policy**
 - **Obligates the Government**
 - **Approving Purchases**
 - **Etc.**

- **Performs quality assurance evaluations of PRD work**

- **Function as Contracting Officer Representatives (CORs) for Government Furnished Contracts (GFCs)**



Q&A - MEO AND CGA



QUESTION: What FTE plus-ups does the Commander plan on implementing before the implementation date?



Q&A - MEO AND CGA



QUESTION: What FTE plus-ups does the Commander plan on implementing before the implementation date?

ANSWER:

- **Changes to FTE strengths are still being assessed to reflect current work requirements**



Q&A - MEO AND CGA



QUESTION: I feel vulnerable because I did not see my series in the MEO structure. Why?



Q&A - MEO AND CGA



QUESTION: I feel vulnerable because I did not see my series in the MEO structure. Why?

ANSWER:

- **Employees will be placed IAW RIF rules.**
- **Abolishment of old job series does not mean you will not be matched with a position in the new structure.**



Q&A - MEO AND CGA



QUESTION: When will the CGA stand-up and how will personnel be selected for those positions?



Q&A - MEO AND CGA



QUESTION: When will the CGA stand-up and how will personnel be selected for those positions?

ANSWER:

- Same timeline as MEO - 2 Aug 04
- RIF process will be followed to match employees to CGA positions



CPAC/CPOC TIMELINE



QUESTION: When is the proposed implementation date? What is the Timeline of events until the implementation date?

	Mar	Apr	May	Jun	Jul	Aug
		Sep				
First Wave of VERA/VSIP Buyout Complete Feb 04						
Second Wave of VERA/VSIP Buyouts	▲ 8-12					
Initial RIF Notices			▲			
Improve Notices			▲	—	▲	
Implement MEO (RIF Effective)					▲	



Q&A - VERA/VSIP



QUESTION: How can buyouts be given when contractors are "probably" staying and new positions are being added?



Q&A - VERA/VSIP



QUESTION: How can buyouts be given when contractors are "probably" staying and new positions are being added?

ANSWER:

- **Total number of positions is decreasing.**
- **Buy-outs helps get us there.**
- **Government furnished contracts (GFC) support non-PRD functions**



Q&A - VERA/VSIP



QUESTION: Will a list be published of those being offered the buyout and when? Right now, all we have is gossip.



Q&A - VERA/VSIP



QUESTION: Will a list be published of those being offered the buyout and when? Right now, all we have is gossip.

ANSWER:

- Due to privacy concerns, there are no plans to publicize this information.
- Individual concerns should be coordinated with supervisor and/or CPAC representatives.



Q&A - VERA/VSIP



QUESTION: When will the rest of the buyouts be offered?



Q&A - VERA/VSIP



QUESTION: When will the rest of the buyouts be offered?

ANSWER:

- **Additional offers are possible after current buy-outs are settled.**
- **More buy-out offers possible after RIF notices are issued.**



Q&A - VERA/VSIP



QUESTION: What is the selection criteria for buyouts and why are VERAs being offered to employees with less seniority?



Q&A - VERA/VSIP



QUESTION: What is the selection criteria for buyouts and why are VERAs being offered to employees with less seniority?

ANSWER:

- Job categories (by grade level), then by seniority
- Less senior employees in certain job series could be offered buy-outs before more senior employees in other job series



Q&A - RIF AND PLACEMENT



QUESTION: Approximately when will RIF notices be going out (if any)?



Q&A - RIF AND PLACEMENT



QUESTION: Approximately when will RIF notices be going out (if any)?

ANSWER:

- **1 June 2004 - to allow 60-day notice period**



Q&A - RIF AND PLACEMENT



QUESTION: When will the mock RIF results will be implemented?



Q&A - RIF AND PLACEMENT



QUESTION: When will the mock RIF results will be implemented?

ANSWER:

- Mock RIF results will not be implemented.
- Mock RIF results are used as a planning tool only.



Q&A - VERA/VSIP



QUESTION: Why are the buyouts not done according to the mock RIF--To preclude bumping?



Q&A - VERA/VSIP



QUESTION: Why are the buyouts not done according to the mock RIF--To preclude bumping?

ANSWER:

- **Mock RIF results were used as a guide in planning buy-outs.**



Q&A - VERA/VSIP



QUESTION: Are resumes being checked at all to fill positions in the event of buyouts?



Q&A - VERA/VSIP



QUESTION: Are resumes being checked at all to fill positions in the event of buyouts?

ANSWER:

- **Positions vacated by buy-outs will not be refilled.**
- **However, personnel data will be used to match employees to new MEO/CGA positions.**



Q&A - SPECIAL PAY SERIES VERA/VSIP



QUESTION: I understand that we did not receive the authority to offer VERA/VSIP to 2210's. But MEDCOM recently offered a 2210 a buyout. How can this be?



Q&A - SPECIAL PAY SERIES VERA/VSIP



QUESTION: I understand that we did not receive the authority to offer VERA/VSIP to 2210's. But MEDCOM recently offered a 2210 a buyout. How can this be?

ANSWER:

- **Authority to buy-out -2210 series has not yet been received by USAG**
- **USAG will comply with the buy-out rules**
- **USAG is not in a position to explain MEDCOM's buy-out action**



Q&A - SPECIAL PAY SERIES VERA/VSIP



QUESTION: What is the status of the VERA/VSIP for 2210 Series employees? Could CPAC set up a distribution list of all 2210's that requested VERA/VSIP so that accurate and timely information could be sent directly to them?



Q&A - SPECIAL PAY SERIES VERA/VSIP



QUESTION: What is the status of the VERA/VSIP for 2210 Series employees? Could CPAC set up a distribution list of all 2210's that requested VERA/VSIP so that accurate and timely information could be sent directly to them?

ANSWER:

- **-2210 series personnel receive special pay rate**
- **Buy-outs of -2210 personnel requires approval from Assistant Secretary of the Army (ASA)**



Q&A - SPECIAL PAY SERIES VERA/VSIP



QUESTION: If VERA/VSIP is eventually offered to 2210 Series employees, will those vacated positions be re-filled?



Q&A - SPECIAL PAY SERIES VERA/VSIP



QUESTION: If VERA/VSIP is eventually offered to 2210 Series employees, will those vacated positions be re-filled?

ANSWER:

- **Positions vacated by buy-outs will not be refilled.**
- **Hiring actions will occur for -2210 positions in new MEO/CGA structure**



Q&A - SPECIAL PAY SERIES

VERA/VSIP



QUESTION: What are the other Special Pay classifications at FSH besides 2210's?



Q&A - SPECIAL PAY SERIES VERA/VSIP



QUESTION: What are the other Special Pay classifications at FSH besides 2210's?

ANSWER:

- **Engineers**
- **Police Officers**
- **Certain healthcare occupations**



Q&A - RIF AND PLACEMENT



QUESTION: How much longer will ITBC remain in Buildings 4190 and 2840?



Q&A - RIF AND PLACEMENT



QUESTION: How much longer will ITBC remain in Buildings 4190 and 2840?

ANSWER:

- **Space assignments for all MEO/CGA offices is still being studied.**



Q&A - RIF AND PLACEMENT



QUESTION: What is going to happen to me, and when will I know what position I'm going to be placed in?



Q&A - RIF AND PLACEMENT



QUESTION: What is going to happen to me, and when will I know what position I'm going to be placed in?

ANSWER:

Cannot answer this question for each employee, but in general:

- Where only one employee qualifies for a new MEO/CGA position, a re-assignment will occur in near future
- Where multiple employees qualify, must await the results of buy-outs and RIF actions before assignments can occur
 - 45 buy-outs accepted / 64 new buy-outs offered



Q&A - RIF AND PLACEMENT



QUESTION: If I have been serving in a temporary promotion and I am placed into a lower-graded position, will my save-pay be based on my temporary promotion salary or on my permanent grade salary?



Q&A - RIF AND PLACEMENT



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ANSWER:

- **Save pay is based on permanent grade salary**



Q&A - RIF AND PLACEMENT



QUESTION: After receiving a downgrade from a GS-11 to a GS-9, save-pay is maintained for a period of 2 years. What happens after that, do I go to GS-9 pay?



Q&A - RIF AND PLACEMENT



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ANSWER:

- Grade Retention lasts for 2 years.
- Pay Retention continues after 2 years, but with limited annual pay increases (i.e., step increases, annual pay adjustments)



Q&A - RIF AND PLACEMENT



QUESTION: For all of the new USARSO positions, will we have to apply for these jobs or will they be included in the RIF/placement process?



Q&A - RIF AND PLACEMENT



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ANSWER:

• There are two types of USARSO support positions:

- USARSO's direct hiring actions should be applied for and will not be filled via RIF action.
- MEO/CGA position increases to support USARSO will be filled via the RIF placement process.



ADDITIONAL COMMENTS QUESTIONS



- **WRITTEN -**

Send to A76 Operations Center, Bldg 2272, Stop 76

- **PHONE -**

CALL A76 HOT LINE (221-2439)

- **EMAIL -**

- Berban, Jeana A. (jeana.berban@samhouston.army.mil)
- Howell, John M. (johnm.howell@samhouston.army.mil)

- **WEB LINK -**

- <http://www.samhouston.army.mil/a76>
- CLICK ON <DISCUSSION GROUP ICON>
- ALL QUESTIONS RECEIVED WILL BE STAFFED WITH APPROPRIATE ORGANIZATIONS AND ANSWERS WILL BE POSTED ON THE A76 WEBSITE.